SIR GEORGE WILLIAMS UNIVERSITY

CENTRE

FOR HUMAN RELATIONS

AND COMMUNITY STUDIES

CONSULTATION SERVICES

FOR IMPROVING

- PERSONAL GROWTH
- GROUP ACHIEVEMENT
- COMMUNITY DEVELOPMENT
- ORGANIZATIONAL EFFECTIVENESS

Research in the behavioral sciences has had far reaching effects by identifying many previously unrecognized problems which affect our personal, business and community lives. It is increasingly recognized that the full potential of individuals is rarely used. If people can learn to work co-operatively with effective decision-making procedures, superior results can be obtained. Resistance to change often delays the introduction of new techniques, programs and services. Blocks to effective communication also create administrative and and relationship problems which impede progress.

For many years, Sir George Williams University has recognized that skill in dealing with these problems is an important factor in the training of teachers, agency administrators, youth workers, business personnel, and community leaders. The University, through the Centre, now makes available its resources to help groups and organizations with similar problems.

There is no simple, uniform assistance which the Centre can provide to help clients understand the human dimensions in their work and overcome obstacles to increased effectiveness. Hence, the Centre is staffed by a multidisciplinary team of specialists who offer a wide range of services to meet specific needs of groups, communities and organizations. Consultations are based on recent advances in the behaviorial sciences and the extensive practical experiences of the Centre staff.

In a time of rapid social and technological change, it is essential that the discoveries and understandings of the social science be converted into practical help.

TYPES OF PROGRAMS AVAILABLE

FOR ORGANIZATIONS

TRAINING

- staff relations seminars
- management development
- group development
- communications and problem solving

TECHNICAL RESOURCES

- research and measurement programs designed to meet specific problems (appraisal of supervisory and staff development practices, evaluation of training programs, etc.)
- individual and group guidance for vocational choice.

CONSULTATIONS

- introducing new procedures and programs
- utilizing staff resources
- designing training programs to meet organizational needs

FOR PROFESSIONAL GROUPS

- supervisory training seminars
- sensitivity training (T-group)
- problem solving and group discussion procedures
- human relations institutes
- assistance in planning professional conferences and institutes
- university courses tailored to meet professional requirements.

FOR COMMUNITIES

- assessing community needs and defining problems
- leadership training
- community development programs
- courses in Applied Social Science
- assistance to community-serving agencies in modernizing programs to meet community changes

SOME RECENT PROGRAMS

- Human relations training programs for professional groups of teachers, nurses, youth workers, camp directors and librarians.
- Consultations on administrative relationships and organizational change for educational and community serving agencies.
- Community development programs in rural and urban areas for Federal and local governments.
- Tailored programs on supervision and organizational effectiveness for executives in business, industry and community agencies.
- assistance in designing and evaluating training programs for the Federal Government, industry and community groups.

CENTRE STAFF

Director:
Hedley G. Dimock, M.A., Ed.D.
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FINANCIAL ARRANGEMENTS

The Centre is a non-profit organization and is able to operate at a minimum cost because of its association with the University. The Centre has a general scale of fees which apply to its services and these may be established to include a total cost for the project, a cost based on the number of participants, or a flexible cost based on the time actually spent at an agreed-on daily rate. Preliminary conferences to consider the feasibility of a program or a service are arranged without charge or obligation.

The University Testing Centre is a cooperating service.

STATEMENT OF PURPOSE

The Centre for Human Relations and Community Studies is a research, consultation and training service of the Department of Applied Social Science, Sir George Williams University, Montreal. The work of the Centre is designed to promote an understanding of the human dimension of organizations and the social environment in which they operate and to provide information, procedures and training programs that have direct application to the solution of organization or community problems. The Centre is staffed by an inter-disciplinary team of professional psychologists, sociologists, educators and social workers.

The research interests of the Centre are aimed at solving organizational problems. Action research may be an integral part of a project and more extensive research of a continuing nature is assisted by foundation financial support.

FOR FURTHER INFORMATION

Write, phone or visit

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